

BEFORE THE HON'BLE INDUSTRIAL TRIBUNAL, HARYANA CAMP,  
FARIDABAD

Reference No. 64 of 1967

Workman . . . . . Versus . . . . . M/s. Auto steering (India) Pvt. Ltd., Faridabad.

*Memorandum of Settlement*

Sir,

In the aforesaid matter this is respectfully to submit jointly by both the parties that they have amicably and mutually settled the matter out of Court on the following terms and pray that an Award in terms thereof may kindly be given :—

1. *Term No. 1.*—Regarding *Bons for the years 1965-66.*—In view of the provisions of section 16 of the payment of Bonus Act, 1965 being applicable, the Union drops the demand for bonus for the year 1965-66.

2. *Term No. 2.*—Regarding *Payment under Minimum Wages Act etc.*—On this term of Reference the parties hereby agree as under :—

- (a) That the workman give up their demand for payment under the Minimum Wages Act according to duties as referred in view of an existing settlement dated 7th July, 1967 between the workmen and the management.
- (b) In good consideration of this, the management agrees to pay all its workmen who were in service on or before 1st August, 1967 and are still in service, an '*ad hoc*' increase at Rs. 6 per mensem with effect from 1st August, 1968.
- (c) In view of the above offer, it is hereby mutually further agreed between the parties that the existing scheme of payment of incentive as earlier agreed between the workmen and the management, —*vide* a settlement dated 25th August, 1966 is discontinued with effect from 1st August, 1968, as the workmen used to consider it cumbersome to enter into its calculations now and then. However, parties shall explore the possibilities of any further scheme of incentive by mutual discussions.
- (d) It is further agreed between the parties that such of the persons who have been designated as Helpers and have put in 3 years or more service as on the date of this settlement shall be given '*ad hoc*' increase at Rs. 8 instead of Rs. 6 as mentioned in sub-para (b) above.

3. The workmen under take not to raise any demand on the Management involving financial burden of any kind for a period of 3 years from the date of this settlement except where there may be any increase by enforcement of law applicable to the concern and also for payment of Bonus for future years, if and when falling due.

For and on behalf of workmen of  
Auto Steering (India) Private  
Ltd.,

For Auto steering (India) Private  
Ltd.,

ASHOK KUMAR,

M. K. JAIN, Director.

General Secretary, General Engineering Mazdoor Union, Faridabad.

Faridabad, dated 19th August, 1968.

To be filed on 21st August, 1968, before the Hon'ble Tribunal.

K. L. GOSAIN,

Presiding Officer,

Industrial Tribunal, Haryana,  
Chandigarh.

No. 1031, dated Chandigarh, the 28th August, 1968.

The award be submitted to the Secretary to Government, Haryana, Labour and Employment Department Chandigarh, as required by section 15 of the Industrial Disputes Act, 1947.

K. L. GOSAIN,

Presiding Officer,

Industrial Tribunal, Haryana,  
Chandigarh.